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out success. For example, at the Twenty-second Annual Convention in 1914 one resolution that aroused considerable debate aimed to put the federation on record as "unalterably opposed to any action of Congress in enacting any legislation that would in any way restrain, suppress, or stop the manufacture and sale of malted or spirituous liquors in any part of the United States." The resolution was defeated by a vote of 69 to 38. The refusal to endorse this resolution was in accord with the consistent policy of the federation to hold itself aloof from partisan strife. The federation has steadfastly declined to take part in politics, apparently choosing to be an open forum and to preserve the freedom of speech and thought of all its members rather than to take sides and to divide its forces.

The leaders who have been responsible for the policies of the federation, have felt, first of all, that they must bring the various unions more closely together, and then consolidate their line by advocating those issues on which practically the entire membership could agree.

Throughout the monograph, the author confines himself to a simple statement of fact and does not attempt to give a critical analysis. There is nothing spectacular in the story, and it could be duplicated in any number of other states. The author in his final chapter concludes that "both consciously and unconsciously organized labor has exerted a considerable influence upon the history of Iowa in recent years because of the fact that its leaders have been prominent in the formation and execution of the modern humanitarian and industrial problems of the state."

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*The Control of Strikes in American Trade Unions.* By GEORGE M. JAMES. Johns Hopkins University Studies in Historical and Political Science, Series XXXIV, No. 3. (Baltimore: The Johns Hopkins Press. 1916. Pp. vii, 131. \$1.00.)

This study of the restraint and discipline with which trade unions use their most effective militant weapon, the strike, is of timely interest in view of the oft recurring conflicts of labor and capital in the present period of general business prosperity. A comprehensive investigation is made of the regulations and practices of national unions in the matter of strike control as disclosed in trade union documents, personal correspondence, and inter-

views. In his introduction the author indicates the close connection between the effectiveness of the strike and the growth of organization. Strikes are dangerous and costly. Whatever may be won through them must be retained. The growth of labor organizations to their maturity makes for the efficient control of strikes. To the popular fallacy that trade unions foment strikes the trade unionist replies: "Young and weak unions have many strikes; old and strong ones have few. If unions were mere striking machines, the opposite would be true." Organization and discipline are essential to collective bargaining. Hence most labor leaders are taught by experience the importance of moderation. The law of the survival of the fittest thus has brought about a more or less complete control of strikes in many unions, while in others the value of such control is recognized.

In successive chapters the author treats of the evolution of strike initiation from local autonomy to control by the general or national union, and of the exercise of control in the work of the national deputy or agent, in the requirement of arbitration, in the detailed rules by which local unions may initiate strikes, in the practice of unions dealing with strikes undertaken independently of national authority, and in the management, financing, and termination of strikes.

The extent of control, as well as the methods of exercising it, varies in different unions. Thus, there are still a number of national unions whose locals have complete autonomy in strike initiation, a second group comprising some twenty building trade unions from strategic necessity permit independent strikes under certain circumstances, while a large number of other unions forbid any strike without official sanction and supervision. The older national unions, such as the Iron Molders, the Bricklayers and Masons, the Cigar Makers, and the Typographical Union, have attained a more complete control than the more recently organized unions. Complete control is found in all the railroad brotherhoods. The methods of control consist of strike supervision by a national deputy, of arbitration either under a general requirement or according to agreements specifically requiring arbitration of disputes, and of discipline by fine, suspension or withdrawal of benefits for the flagrant violation of the rules governing the initiation and management of strikes.

The independent strike is defined as one inaugurated by the local union without the consent of the officers, or without com-

pliance with the rules, of the national union. Sympathetic strikes are an insidious form of independent strike. Three main forces making for the elimination of the illegal strike have been: (1) the growth of a national policy in regard to organization and beneficiary features, (2) the necessity of the enforcement of agreements with employers, and (3) the necessity of discipline to keep local unions from disruption and destruction through unwise and hasty strikes. Sixty national unions attempt to have a representative at each threatened or actual strike to take command of the situation, to compose differences and to keep the local members from falling apart in factional dissension and strife. The efficiency of the "deputy system" is attested by the fact that it is found in wide use and wherever the national union really controls strikes.

Perhaps the largest factor of control is the centralization of the collection and payment of strike benefits in the hands of national officers. Instead of the former dependence upon voluntary contributions or assessments of local unions after a strike has occurred, strike reserve funds have been established in some sixty-five unions. Tables are inserted in the chapter on strike benefits which show for some of the older unions the amount of strike reserve funds and total benefits paid out over certain periods of years. Their chief significance is that they show the great cost of strikes to the unions. National rules govern the accumulation and distribution of strike benefits as to amount, conditions, and length of period of payment. It is the claim of some trade unionists that strike reserve funds have the influence of decreasing strikes and of lessening failures. The power of sustaining members is the key to success in any strike. The provision of "the sinews of war" and the perfection of organization for inaugurating a successful strike may win at once the objects sought and thereby render its occurrence unnecessary.

The author has made an informative presentation of the regulative machinery of trade unions for the successful initiation and management of strikes. He fails, however, to present any conclusions concerning the social significance of complete control. Does it mean that the aims of trade unionism may be accomplished with a decreasing number of strikes and at much less social cost? Industrial peace is a goal of the future desired by all classes. The improved control of strikes in each of its phases must be of appreciable consequence in so far as it obviates industrial strife. A summary or reasoned unifying of results is noticeably lacking;

otherwise, this first survey of the field makes a substantial addition to the group of specialized studies of trade unionism made in recent years.

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*European Regulations for the Prevention of Occupational Diseases.* By DEPARTMENT OF LABOR, STATE OF NEW YORK. Special Bulletin No. 76, issued under the direction of the Industrial Commission. (Albany. March, 1916. Pp. 77.)

Twenty-three selected regulations from five European countries, are here published in full, covering certain metal poisonings, dusts, gases, fumes, vapors, infective materials, humidity in cotton factories, laundries, and compressed air. Most of them are from the British Factory and Workshop Orders. France, Germany, Austria, and The Netherlands are also cited. It is worth noting that the regulation from The Netherlands upon compressed air is much more specific and extensive than the standard bill advocated with varying success for two years by the American Association for Labor Legislation.

The selection is meant to include "the regulations of latest adoption for a number of industries, each of which is also represented in New York State." In 1913, New York (as also a number of other states) began the delegating of authority for framing specific rules and regulations for the conduct of particular industries to an industrial board or commission, thus quitting the old order of statutory regulations, the impracticability of which has long since been obvious. Hence the system of "administrative orders" characteristic of European countries comes about, to all intents and purposes, in American procedure.

Any prejudice against the citation of these European regulations under almost any pretext is unsound since a vast part of their past experiences are our present ones. A number of other works in English also include direct selections from such regulations; for example, Rambousek's *Industrial Poisoning*, Oliver's *Dangerous Trades*, and *Lead Poisoning*, and especially the bulletins of the United States Department of Labor; while practically all the most important have been published in the bulletins of the International Labor Office.

No one who studied many of these regulations with the idea of their application in this country, could but be convinced of the